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Leading Organizations

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Critical Self-Evaluation

A great treasure found within humanity today is found within us all: leadership. Human beings are natural born leaders to their own capacity. Whether it be to lead their families, their friends, their workspace, or either large organizations, churches, companies, corporations, to even the largest forms of leadership like kingdoms, empires and governments. There is always an innate desire found within us all to lead. There are different forms of leaders, and people will always lead in a way that is natural to them. Some people lead under a leader, and others lead leaders, and that is completely fine and biblical. With that, people will see the positive characteristics within them, and the negative, and will have to assess it, head on.

Although all are leaders, there are some great leaders, there are some exceptional leaders, and there are some horrible leaders. All simply due to the fact that they were able to distinguish within themselves what needed to be addressed and how to grow from that. This all begins with vision, clarity, insight and courage. Wherever there is a leader there should always be a leader.

As with my life, since childhood I always knew that I was going to be a leader because of how natural it came to me. Ever since a young age, I would lead multiple different things at my previous church, like the children's worship ministry, to even events like worship nights and retreats. I was always aware that it is not a gift that I have acquired by my own strengths, but it is a gift that God has given and entrusted to me.

Vision

As I say that I want to go into ministry, I have multiple desires as to how that would entail. However, my vision for my future is that I serve week in and week out as a worship pastor/evangelist, spreading the gospel through music whether nationally, globally, or locally, and still being committed to serving as a pastor at a local church. Since my young years, I have always grown to have a deep appreciation for worship music. I would consistently put on video tapes of different worship bands like Hillsong, or a Brazilian worship ministry called "Diante do Trono" (*translated to Before the Throne in english*), and would consistently find myself not only worshipping as they did, but also learning to how they ministered prophetically to all the people who came to these worship services.

My call to worship ministry came at a very young age. Even as a baby, my mother felt as if the Lord called her to put worship music in my bedroom as I would go to sleep in order for the room to be filled with songs of praise. At around the age of six, it was clear that it was meant for me. However, through much debating with my parents, and running from the call, the Lord took hold of my heart at the age of sixteen and gave me a clear calling and

mission: to pursue ministry and to impact people's lives by the message of Jesus, through music.

Along the years, I have been able to see the Lord open many doors when it came into worship music ministry. Towards the end of 2019, the Lord had given me the desire to write lyrics to my own songs, to work on them and to release them to the public. On August 21, 2020, I was able to release my debut single "God of Victory." With that being said, there have been plenty of confirmations that I am on the right track.

However, as I continue to keep on pressing in, my main vision for music ministry is to restore the image and the essence of worship, through the power of the Holy Spirit. The way that worship has been today is completely contrary to how it is in the Bible. The main essence of worship, biblically, is completely centered around the triune God: The Father, The Son, and The Holy Spirit. To truly exalt them as they are worthy of praise and worship, and to not have any glory for ourselves. Nowadays, the majority of worship songs that exist today have turned into self-satisfying, self-gratifying, all about ourselves, all about glorifying man, which is blatant idolatry. Songs which speak about our own breakthrough, our own "goodness," which we lack, and everything in between.

I say this because my main vision for my ministry in music is to bring back the bottom line of worship. I am a song-writer myself, and whenever I have the opportunity to compose a song, I always tend to make it as theological as I can, as Christ-centered and Christ-glorifying as possible, because that is what it is meant to be. My goal is to do this: to release

anthems and declarations of faith for the church to proclaim the holiness and worthiness of Jesus, coming back to the first love, which is Jesus, and training the next generation to be zealous, and passionate worshippers of Jesus. As I refine that a little more, that can be done through releasing albums, releasing singles, or even writing books, talking about the original image and essence of worship.

Worship is not a market or a sense of feeling good about oneself. It is about a priesthood. We are entering into the Presence of a Holy and Mighty God and He is meant to be revered. Our worship and devotion is meant to go only to Him. Worship is celebrating our God.

I am a firm believer that leadership is also intertwined with worship, and the reason why is because we are leading not only ourselves but the people around us into the most holy place. There should be sacredness and holiness found in the leader. Yes we are prone to wander and sin, our hearts are deceitful, but we are not meant to actively choose and to engage in the things of the flesh. We are priests, and we are to go before the Lord in petition, prayer, praise and thanksgiving. And with that, there should be an emphasis on living in holiness.

Enhancement

Just because my vision is casted, does not mean that the work is done. Currently, I have a clear perception, but now begins the work to put it into labor. As I have my vision for ministry and leadership written out and concrete for the future, there are some things that I have already begun to enhance. There are years of training, there are seasons of highs and

lows, and we never arrive until we enter the heavenly courts. However, we are not disqualified of the enhancements and of the Spirit's work developing that gift within us.

As stated before, as I pursue the mission I have into prophetic worship ministry, there adjustments and growth on both the practical and spiritual senses. Let's first begin the practical background first. Practically, what I can do to enhance my musical ability to continue to practice daily, and learn how to implement what I learn what I do, live. I spend at least twice a week polishing my gifts of music through practicing the piano, guitar, and singing. I also take time to perfect my ears when it comes to identifying chords, spontaneously. This is also referred to as perfect pitch. This can seem pretty simple and easy to do, however, it is something that can amount to a feeling of being overwhelmed when done live as I have to follow the worship pastor that I serve under and lead the band, which is called music directing.

The reason I said that this first is because as you aware of the simple things you need to do, you are allowing space for the Holy Spirit to move and guide you. This is why I put in time to practice. When this is done live during our worship services, I hardly have time forgetting what I know because of the amount of times I practiced, which leads me to depend on The Spirit more, and for me to be sensitive to as He moves. God honors managements and preparation.

In order for me to flow prophetically in worship, for me to deliver the message that the Lord has entrusted to me to give to His people, I need to first be ready practically to not have to focus on any other thing but what the Lord wants to give me. Spiritually speaking, there

needs to be an emphasis and a lifestyle of living consecrated. Our anointing will be damaged if we live in a life that is disobedient to the Lord. Our hearts are to be soft before the Lord. A biblical example of this happening is found with King Saul and David. King Saul had his heart hardened before the Lord and the anointing that was on Saul had left. However, with David, he knew how to repent and to have his heart soft towards the Lord. Yes, sin will come, however, we are still meant to be soft to the Lord's heart in obedience, and intolerant against sin. Living a life as a spiritual leader is a hard call because it will lead to total and complete abandon to self-seeking, self-gratifying desires. The greatest gift a leader can give is their holiness.

For my enhancements when it comes to the spiritual aspect is living in a life of consistent prayer and fasting. Now, I am not saying that I do not pray, however, what I am trying to say is to consistently a life of incessant and fervor prayer, one that the flame does not go out, in order for me to recognize my need and dependance of the Lord. I would say that I have a well-rounded theological knowledge, however I lack much when it comes to prayer and in fasting. A prayerful life is a life that will see much of Lord's miracles and works in their lives. The more I have a desire for the Lord work, I am always confronted with the reality that I need to spend much time in prayer, and to live expectant. I am always quick to retreating to my own forces when I see that things are not going well, instead of not spending time in prayer and petitioning for the Lord to work. That is where I lack. How there is always room for growth in prayer.

When it comes to leading, there are multiple different styles and fashions of leadership, and there are four main forms on how to lead. There is the commander, the entrepreneur, the bureaucrat, and the shepherd. Personally, I am the commander, and when it comes to that I am able to do things quickly, decisively, and focused on what needs to be done. When it comes to how that can be enhanced in my ministerial life is that I need to focus first on where I lack as a leader, especially in my form of leading. I have my weaknesses as well in leading.

As a commander, I am more prone to focusing on what needs to be done and come up with a resolution for a problem. It is easy for me to look ahead and focus on the problems that can come ahead and divert them by coming up with a solution already. It's a natural given to me. However, I lack discipline in fostering change, building relationship, and relating to feelings people have. A couple years prior to starting college, I was the point-lead of the worship team at my church's youth ministry, which consisted only of high school students. However, later on we merged with middle school, and with that, a lot of our vision changed, and that impacted the worship team a lot. Plenty of people left and there was great need. I was so used to something, and then what I had under control in my own hands was quickly taken away from me.

Personally, I can get too attached to assignments, that I am quick into falling to idolatry to them, and unintentionally form my identity around it. I get so comfortable to it because I can be a control-freak, which is deadly in leadership. Additionally, I have a difficult time in building relationships with people I do not know, and because of that, it impacts me in

relating to them, emotionally. I am the type of person of having a small group of friends that I am comfortable with, having an inner circle of people, and that can impact my leadership, because I am meant to be open in love to all the people around me. Leaders are meant to be known for the way they show the love of Jesus to the people around them.

However, I have been enhancing this. Late in 2019, I felt like it was time to take a step back in youth ministry and leading younger kids in order for me to focus on how to be a leader that actually has a desire in impacting young people. If you were to see the goal I previously mentioned, you would see that I also have a passion in influencing the next generation (young people) into becoming passionate lovers of Jesus. In this time of break of youth ministry, the Lord opened doors to multiple different trips that allowed me to come into contact with many young people who were so on fire for the Lord, burning with love for the Lord. This ignited a new passion in my heart to reach the young people.

Recently I took on a role of being a youth leader, and the way that this is enhancing my leadership is that this is challenging in building relationships with the younger people, pouring into them, and seeing their lives change for the love of the Lord. My heart has grown much more tender and warm into forming deeper relationships with other people and being more sensitive to other people's feelings and emotions. This also impacted the other lack that I had of fostering change because this changed so much of how I view leadership. I used to think that leadership was you using your influence for your own power, but in reality, leadership is embracing the challenge that exists out there today, and humbling yourself to accepting the

call of the Lord in order to be a vessel and see the change happen for the good of the community, not for the good of self.

Weaknesses

As with everyone else, leaders are human beings, there is no perfection found within them, that is apart from Christ. With that said, a leader will always have within them strengths that will significantly impact the local group that they are ministering to, or the organization they lead, or the person they are pouring into. They will always have something to give an abundance, and that is completely fine. However, there will be many times in which we will lack the very things that are needed in our ministry, whether it be patience, or encouragement, or gentleness, or self-control, etc. These are the moments in which we are meant to cling onto Christ much more than what we already do.

Personally, I have seen this to be true in my life. As I am currently in the path studying and training to be a leader, I have seen multiple times how I have almost sabotaged myself and my future simply due to the fact of this one thing: pride. You see, there are many leaders today, close friends of mine that I know, and even myself who combat this very issue, which happens in our hearts. Multiple times I have felt emptiness when I lead, or felt my head to be inflated and to be the biggest man in the room, because of pride. However, there is something else that can also be rooted in pride, which is insecurity. This very thing causes us to look within ourselves and have us attempt to find all the answers within ourselves, when we lack it entirely. We forget the cross and resurrection of Christ, and we loosen our grip from Him, essentially

saying that we can do it all on our own, when we need Him so desperately. We cannot lead effectively if we are not holding on to Jesus, period. Everything else all fails if we are not holding to Him. However, the good news is, no matter what we do, He is still holding on to us.

In this life as a Christian, even with the fact, not suggestion or opinion, that Jesus is holding on to us, our minds still get clouded because of constant attacks and assignments from the enemy against our lives, trying to sway us left and right, having us not follow the path and calling that God has given us. This can cause us, just as it did with me, to seasons of darkness and disparity. We do not know what we ought to do, we are so concentrated with what did not go well, and the feeling of hopelessness becomes very near and prevalent in our lives. Our hearts are deceitful. Burnout and apathy leads a leader into a dark pit of depression. Life feels like it has been sucked out.

All this here being mentioned has been a big battle for me within the recent years. Over the past couple years, I have come across a long and winding dark desert of depression. Leadership failures, and so many things that I have passed through has all lead to this. This revealed to me all the hidden weaknesses that I had: apathy/laziness, lack of self-control, lack of discipline, anger. However, it was with the help of trusted Pastoral leaders, and counseling that I was able to tackle on these issues head on. Some days come in which it feels like they are coming back. However, I am always reminded that in my constant weakness, and moments of severe vulnerability, I have a Father in heaven who is still worthy to be trusted, and proved Himself to be faithful.

Why am I saying this? Over the past couple decades, the church has not put a good light on mental health, because it used to be presumed that Christians cannot go through moments like these. However, we see Biblical figures like Elijah, David, Job, and even Jesus himself at Gethsemane, who went through moments of extreme mental hardship. Leaders are also prone to go through battles such as these. I am not saying that depression itself is a weakness, because it exposes to us our weakest points. Sometimes, it can be a blessing in disguise as it can show us what needs to be brought under the Lord's feet in an act of humble surrender. No season is wasted.

After a couple of months of treatment and prayer, the Lord was faithful and brought me out of this emotionally distressing season.

This impacted my ministry and leadership because it revealed to me the necessity of having a heart that is sensitive to feeling emotions. It allows us to create deeper relationships to the people we lead, and helps us connect even deeper with the heart of God. A common stereotype about leaders is that they are known to always being in a hurry and not having time to access what they have, leading them to grow cold, hard and bitter in their hearts. Unfortunately that can be true of many leaders, however, it is necessary for us to be emotionally aware, healthy and available in order for us to be at a capacity where people feel like we are a safe-space to them.

What do I need to do now for my future ministry and leadership?

As I am pressing on for my future in ministry and digging in deep with the gifts of leadership that I am still finding in my life, I am currently preparing myself and finding ways to to further expand my reach. Over the past couple months, the Lord has given me the grace of forming contacts with people online and networking with them. The Lord has blessed me with opportunities of going around the country and creating a sort of structure for how my life will be in the future as I serve in the Christian vocation.

This past year, the Lord has blessed me with an opportunity of forming a connection with Youth with a Mission (YWAM), and The Send, as I spent a week earlier this year training with them in Kona, Hawaii. Both of these organizations are well-known throughout the world. YWAM is a religious organization that is focused on building, equipping and sending missionaries all over the world, with more than 190 bases all over the globe. However, they focus also on equipping those who are called into different areas of ministry like those found in the five-fold ministry, mine being apostle. The Send is an organization whose one of the collaborators is YWAM.

The Send specializes in forming, hosting and putting on large stadium gatherings that rounds up young people for the work of the Great Commission. In these events, they bring out world-renowned leaders like Francis Chan, Benny Hinn, Bill Johnson, Heidi Baker, Andy Byrd, etc. They began in 2019 in Orlando with a group that crossed over 55 thousand people. The mission continued in early 2020 with 3 stadiums in Brazil that rounded approximately

150k people. In 2022, they will be hosting events in Kansas City, Argentina, and Norway, and with the group of leaders that went to Hawaii for training, we will be serving, leading, and putting all of these events across the globe. Later on, in the second half of this year, I was invited by Pulse 100 by Nick Hall, which is an evangelistic association which is rounding up 100 leaders for evangelism and ministry opportunities. Early next Summer, Pulse will be hosting an evangelistic gathering at the Cotton Bowl Stadium, which is seeking to gather up 65 thousand people. I also have begun releasing music, producing them, and getting them out to the public, which have already amount to 25 thousand views.

Why am I saying this? Not for pride, or for man's approval. The Lord has already opened up doors for me to begin my ministry and lead by example. These are the big doors that He has opened in my life. I say this for me to put an emphasis that this was not done by my power, but the Lord supernaturally came through, and by His grace, is giving me an influence over people, which is the goal of leadership.

There are still many things that I need to do in order for my future in ministry. I am still looking for internships at local churches, or even at my church. In order for me to work full-time at a church, I would also have to learn and be aware of the church's culture, language, vision and submit to that. This is where internships come in. As I look, seek, known, and ask for these doors, I am confident that the Lord will open up the right door.

As a 20-year old man, I am always looking for ways as to how I can always move on the next best thing. Instead of sticking through the current assignment God has given me, I

usually tend to gravitate what seems to be working quick and well, and miss out on the lessons that I need to learn. Although I have had opportunities both big and small come, I often forget what I need to learn in the ongoing season of life that I am. What I need to tend to now before I grow more and more as a leader in my latter years is to appreciate where I currently am, and to truly sit down, be patient, and stick through what I am going through in order for me learn what lesson God wants me to learn. As per me, I will never settle to be the type of leader that has the desire to just do what I need to do, but not learn what I need to learn. Leaders learn, and if a leader is not take time out of their own schedule to enhance what they need to enhance, to train what needs to be trained, to grow what needs to be grown, and to pluck out what needs to be taken out, they will never be a good leader. To me, there are no influential leaders, there are leaders that leads to the truth, and leader that deceives you. In order for me to be a leader that leads people into truth, I first need to lead myself to familiarize myself so much to the point that I already live it out.

Where am I now as a leader?

To answer this truthfully, I would say that I am at a bit of a crossroads. I am confident with the vision casted for my future, and what the Lord has for my life in leadership and in ministry. I am aware that it is not by my strength that I have come this far, only by the Spirit of God, His guidance, and His protection. However, it is a challenge to bring my emotions to that reality, because there will be times that I am fearful if this does not work out. I do know that

these are lies trying to have me believe that I have no purpose in ministry when I have received much confirmation and have seen the Lord open doors that no man can open.

However, I am aware of some of my strengths as a leader. As previously mentioned, I am a commander type in leadership. This means that I am swift and apt to getting things done orderly, and resolving issues that arise quickly so that it does not stunt the growth of ministry and leadership. The last thing I tolerate is to see the work that the Lord began to be stunted, because nothing is more deadly.

I would also say that I do have a well balanced theological and biblical structure. At the core of every leader that comes from God should always be the word of God, and nothing can take us away from that source. I do have an understanding of Scripture and can decipher what is wrong from right when it comes to theology.

Currently, I am a youth leader, and I am enhancing what needs to be enhanced in order for me to be able to empathize with people deeply, as a commander is not usually known for. People long to be heard and to form connection, and they will always remember those who were able to emotionally connect with you, deeply. This is my next goal to tackle on as a leader, not focusing on achievements, position, hierarchy, but being focused on impacting one person, forming a connection with them, walking with them to Jesus, and continually walking them through as they continue to know Him more. I have seen Jesus transform my life through this form of leadership, and I want to be that same type of leader as well for others.

Conclusion

There is always room for growth, to learn, and to come into contact with gifts you never knew you had inside of you. So although the future at times can be daunting, I am always looking forward to see what I will discover. For the lessons that will be learned, for the gifts that I will discover, and for the lives that will be transformed.

Successful leadership is never about gain or fame, but one's influence over another's life, and how you are being Christ's ambassador on this earth. How are you really representing the Kingdom of God? Leaders are those who understand the weight of what they are doing, yet they will choose to be faithful in the joining the work of the Lord, which is to transform lives.